

Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 08-CA-273243 | 2/24/21 |

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|---|
| a. Name of Employer 1. Schumann & Co. | | b. Tel. No. (440)439-2300 |
| | | c. Cell No. |
| d. Address (street, city, state ZIP code) 22500 Alexander Rd, Bedford, OH 44146-5576 | e. Employer Representative (b) (6), (b) (7)(C) | f. Fax No. (440)439-0317 |
| | | g. e-Mail |
| | | h. Dispute Location (City and State) Bedford, OH |
| i. Type of Establishment (factory, nursing home, hotel) Foundry | j. Principal Product or Service Ingots and shots | k. Number of workers at dispute location 75 |

1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since about six months prior to the filing of the charge, and continuing, the above-named Employer, by its officers, agents and representatives, violated the Act by discriminating against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union and/or protected concerted activity.

By the acts set forth in the paragraph above and by other acts and conduct, the above-named Employer has interfered with, restrained, and coerced and is interfering with, restraining, and coercing its employees in the exercise of their rights guaranteed in Section 7 of the said Act.

| | |
|---|---|
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) | |
| 4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) | 4b. Tel. No. |
| | 4c. Cell No. (b) (6), (b) (7)(C) |
| | 4d. Fax No. |
| | 4e. e-Mail (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge. (b) (6), (b) (7)(C) | |
| By (b) (6), (b) (7)(C) (signature) representative or person making charge | Tel. No. |
| (b) (6), (b) (7)(C) Individual | Office, if any, Cell No. (b) (6), (b) (7)(C) |
| Print Name and Title | Fax No. |
| Date: 2/23/21 | e-Mail (b) (6), (b) (7)(C) |
| Address: (b) (6), (b) (7)(C) | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlrb.gov
Telephone: (216)522-3715
Fax: (216)522-2418

June 3, 2021

(b) (6), (b) (7)(C)

Re: I. Schumann & Co.
Case 08-CA-273243

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that I. Schumann & Co. has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Charging Party's Right to Appeal: The Charging Party may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: You must file your appeal electronically or provide a written statement explaining why electronic submission is not possible or feasible (Written instructions for the NLRB's E-Filing system and the Terms and Conditions of the NLRB's E-Filing policy are available at www.nlrb.gov. See [User Guide](#). A video demonstration which provides [step-by-step instructions](#) and frequently asked questions are also available at www.nlrb.gov. If you require additional assistance with E-Filing, please contact e-Filing@nlrb.gov).

You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. If you cannot file electronically, please send the appeal and your written explanation of why you cannot file electronically to the **General Counsel** at the **National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on **June 17, 2021**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than June 16, 2021. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before June 17, 2021**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after June 17, 2021, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor requests to limit our use of appeal statements or evidence. Upon a request under the Freedom of Information Act (FOIA) by a party during the processing of an appeal, the Agency's FOIA Branch discloses appeal statements, redacted for personal privacy, confidential source protection, or other applicable FOIA exemptions. In the event the appeal is sustained, any statement or material submitted may be introduced as evidence at a hearing before an administrative law judge. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Very truly yours,



JENNIFER A. HADSALL
Acting Regional Director

Enclosure

cc: (b) (6), (b) (7)(C)
I. Schumann & Co.
22500 Alexander Rd
Bedford, OH 44146-5576

Keith A Savidge, Esq.
Seeley, Savidge, Ebert & Gourash
26600 Detroit Rd
Cleveland, OH 44145-2395